



Third International Scientific Conference
CONTEMPORARY MANAGEMENT CHALLENGES AND THE
ORGANIZATIONAL SCIENCES

:

Thematic focus:
STRATEGIC ORGANIZATION FOCUSED ON SUSTAINABLE
ENTERPRISE COMPETITIVENESS

/ Conference proceedings

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, 2015

BAS INSTITUTE OF MANAGEMENT, BITOLA
BUSINESS ACADEMY SMILEVSKI – BAS, SKOPJE
BELGRADE BUSINESS SCHOOL, BELGRADE, SERBIA

CONFERENCE PROCEEDINGS

of the third international scientific conference

„CONTEMPORARY MANAGEMENT CHALLENGES AND THE
ORGANIZATIONAL SCIENCES“

subject focus:

„STRATEGICALLY FOCUSED ORGANIZATION AND SUSTAINABLE
ENTERPRISE COMPETITIVENESS“

Bitola, 2015

/ Publisher

, / BAS Institute of management, Bitola
– , / Business Academy Smilevski – BAS,
Skopje

/ For the publisher

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/ Technical preparation

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/ Cover design

. - / Senior lecturer Daniela Karadakov, M.Sc.

CIP -

005.21:005.332.4(062)

(3 ; 2014)

]. – . - : , 2015

(URL): <http://www.basim.edu.mk>. – . 3: Conference proceedings
of the second international science conference "Contemporary management challenges and
the organizational sciences" subject focus "Strategically focused organization and sustainable
enterprise competitiveness". –

ISBN 978-608-4729-03-7

I. International scientific conference (3 ; 2014)
(3 ; 2014)

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COBBISS.MK-ID 97797130

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: 005.953.2:005.311.1

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THE QUALITY HUMAN RESOURCES SELECTION AS A PREREQUISITE FOR THE SUCCESSFUL ORGANIZATIONS

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UDK: 005.953.2:005.311.1

ABSTRACT

The management of human resources has always been a subject of special interest in science and daily human practice as an expression of the need for group lifestyle and work.

The selection of quality human resources is permanent and critical management challenge for productive and satisfactory functioning of organizations. Only capable, talented and disciplined working staff, employed through the proper selection process, can contribute to efficiency in overall activities in the organization.

Therefore, successful organizations today invest substantially in money, time and effort in choosing i.e. selecting human resources. The new economic conditions are looking for the same, where, specifically affirm the staff in the organization and act as determinants of competitive ability. Hence, it seems that the purpose of the selection process to predict the future performance of the employees and the organization.

In this paper, by tabular and graphic displays, the results from the conducted survey about the process of selection in many organizations are presented. They show that that this process is often insufficiently thoughtful and organized.

Keywords: human resources, organization, selection, competitive ability.

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⁸² Sims, R. Ronald, (2002), *Organization success through effective human resources Management*, An imprint of Greenwood Publishing Group, Inc., USA, pp 143

⁸³ Torrington, D. Hall, L. Taylor, S. (2008), *Human Resource Management*, 7th ed, An imprint of Greenwood Pearson Education Limited, England. pp 171

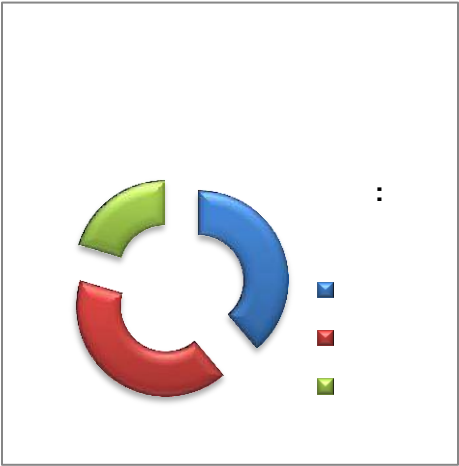
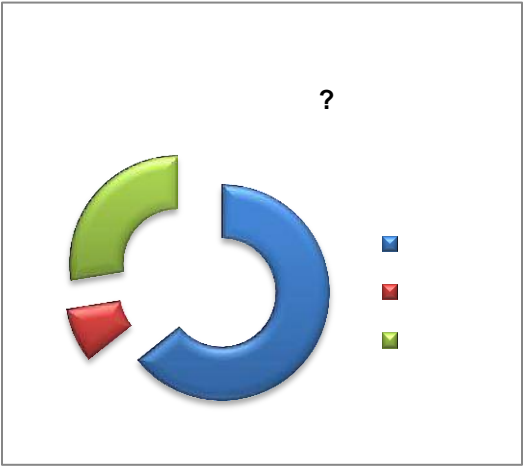
$\chi^2_{0,05} = 5,991$

(1).

1.

Table 1. Adequacy of selection criteria and employee satisfaction

	?	:	
:	63	38	101
:	8	40	48
:	27	20	47
:	98	98	196



1. /Diagram 1. Adequacy of selection criteria and employee satisfaction

2

:

$$x^2 = 28,564 > x^2_{0,05} = 5,991$$

$$= 0,357$$

$$(x^2 = 28,564)$$

0,05

$$x^2 = 5,991.$$

x^2

()

()

$$0,357 \quad (C = 0,357)$$

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- 1) Sims, R. Ronald, (2002), *Organization success through effective human resources Management*, An imprint of Greenwood Publishing Group, Inc., USA.
- 2) Torrington, D. Hall, L. Taylor, S, (2008), *Human Resource Management*, 7th ed, An imprint of Greenwood Pearson Education Limited, England .
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- 8) . (2011), ,